

## Message Text

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ACTION IO-13

INFO OCT-01 ARA-06 ISO-00 CIAE-00 COME-00 EB-07 INR-07

LAB-04 NSAE-00 SIL-01 /039 W  
----- 110696

R 032030Z SEP 76

FM AMEMBASSY MONTEVIDEO

TO SECSTATE WASHDC 2080

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E.O. 11652: N/A

TAGS: ILO, ELAB, UY, XM

SUBJECT: REQUEST FOR INFO ON ILA ACTIVITIES

REF: (A) STATE 203991, (B) STATE 206220

1. SUMMARY. THE ILO CURRENTLY FUNDS A TECHNICAL ASSISTANCE PROJECT IN URUGUAY ENTITLED, "EMPLOYMENT POLICY AND MANPOWER PLANNING" AND CONTRIBUTES TO THE BUDGET OF THE INTER-AMERICAN RESEARCH AND DOCUMENTATION CENTER ON VOCATIONAL TRAINING (CINTERFOR), A REGIONAL PROGRAM WITH HEADQUARTERS IN MONTEVIDEO. IN 1975 THE ILO SENT A REPRESENTATIVE TO THE DIRECTOR GENERAL TO URUGUAY TO INVESTIGATE CHARGES OF VIOLATIONS OF TRADE UNION RIGHTS. END SUMMARY.

2. ILO TECHNICAL ASSISTANCE PROJECT NO. URU 74003. (EVALUATION KEYED TO FORMAT IN REF A. PARA 5.)

A 1. THE INTERNATIONAL LABOR ORGANIZATION (ILO) HAS A TECHNICAL ASSISTANCE PROJECT IN URUGUAY ENTITLED "EMPLOYMENT POLICY AND MANPOWER PLANNING". (URU74003).

THE LOCAL GOVERNMENT COOPERATING AGENCY IS THE MINISTRY OF LABOR AND SOCIAL SECURITY OF URUGUAY. IN JUNE 1973 THE PROJECT WAS DESIGNED TO:

1. HELP STRENGTHEN THE MANPOWER AND EMPLOYMENT SERVICE OF THE MINISTRY OF LABOR AND SOCIAL SECURITY.

2. HELP TO DETERMINE THE QUANTITATIVE LEVELS OF UTILIZATION AND UNDER-UTILIZATION OF MANPOWER AND THE QUALITATIVE DETERMINANTS

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FOR LABOR SUPPLY AND DEMAND.

3. CONTRIBUTE TO THE DEVELOPMENT OF A METHODOLOGY FOR ANALYSIS OF THE EFFECTS OF ECONOMIC POLICY MEASURES ON EMPLOYMENT.

4. EVALUATE THE QUALITATIVE CONTENT OF VOCATIONAL EDUCATION AND TRAINING AND THEIR ADAPTATION TO THE REQUIREMENTS OF THE LABOR MARKET.

5. HELP IN DRAWING UP A STRATEGY FOR THE PRODUCTIVE ABSORPTION OF MANPOWER.

6. CONTRIBUTE TO THE PREPARATION OF A LABOR STATISTICS PROGRAM.

A 2. THE PROJECT WAS ORIGINALLY SCHEDULED TO START IN OCTOBER 1973, BUT SERIOUS PROBELMS IN FINDING AN ADEQUATE PROJECT MANAGER DELAYED ITS INITIATION. DURING THE FIRST MONTHS OF 1976 A QUALIFIED PROJECT MANAGER WAS FINALLY CONTRACTED AND HE ARRIVED IN URUGUAY IN MAY 1976. THIS PROJECT MANAGER, MR. ALFONSO CAMACHO PARDO FROM COLOMBIA, IS NOW ACTUALLY WORKING ON THE PROJECT AND, WITH THE ASSISTANCE OF THE LOCAL GOVERNMENT OFFICE AND THE UNDP'S REPRESENTATIVE'S OFFICE IN URUGUAY, A NEW PROJECT DESIGN WITH MORE SPECIFIC OBJECTIVES WILL BE PREPARED. NEVERTHELESS, THE PROJECT HAS HAD SOME SHORT-TERM CONSULTANTS DURING THE PAST YEARS--A STATISTICS EXPERT FOR SIX MONTHS DURING 1975 AND SOME SHORT-TERM CONSULTANTS FROM LIMA REGIONAL OFFICE HAVE BEEN ACTIVELY ADVISING THE PROJECT.

A 3. THE ORIGINAL TOTAL ILO CONTRIBUTION TO THIS PROJECT WAS US \$72,000 FOR 18 MONTHS, OF WHICH US \$7,000 WAS FOR EQUIPMENT. IT IS NOW EXPECTED THAT ILO CONTRIBUTION WILL BE US \$249,000 FOR 24 MONTHS. THE AMOUNT COVERING EQUIPMENT WILL REMAIN THE SAME.

A 4. THE 1973 PROJECT DESIGN'S GENERAL OBJECTIVES WERE APPROPRIATE, BUT THE PROJECT DESIGN SHOULD BE REVISED TO MAKE IT MORE SPECIFIC AND OBJECTIVES QUANTIFIED TO ALLOW A FUTURE EVALUATION.

B. IT APPEARS THAT NEITHER EMPLOYER NOR WORKER ORGANIZATIONS WERE OR ARE INVOLVED IN THE DESIGN AND IMPLEMENTATION OF THE PROJECT.

C. THE PROJECT HAS HAD A LONG DELAY BECAUSE IT WAS DIFFICULT TO CONTRACT A HIGH-LEVEL ADEQUATE EXPERT FOR THE POSITION OF PROJECT MANAGER. INTERNAL GOU PROBLEMS AND A REORGANIZATION AT THE MINISTRY MAY HAVE ALSO CONTRIBUTED TO THE DELAY.

D. TRAINEES WILL NOT BE INVOLVED UNTIL 1978.

E. SEE D.

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G. NO DISCREPANCIES.

H. PROJECT IS ADEQUATELY BACKSTOPPED BY ILO GENEVA OR LIMA REGIONAL OFFICE.

I. APPROXIMATELY US \$7,000 HAS BEEN EXPENDED FOR EQUIPMENT.

J. NO FELLOWSHIPS ARE INVOLVED.

K. ILO PERSONNEL POSSESS PROFESSIONAL AND LANGUAGE QUALIFICATIONS.

L. OVERALL ASSESSMENT: ALTHOUGH THE PROJECT HAS ONLY STARTED

RECENTLY, THE LOCAL GOVERNMENT SUPPORT SO FAR HAS BEEN VERY GOOD. THE OAS WILL PROVIDE 10 M/M OF CONSULTANTS SERVICES TO THE PROJECT, PLUS SOME SHORT-TERM CONSULTANTS SERVICES FROM PREALC, CIAT AND CINTERFOR. THE DIRECTOR OF HUMAN RESOURCES OF THE MINISTRY OF LABOR HAS EXPRESSED SATISFACTION AND ENTHUSIASTIC SUPPORT FOR THE PROJECT.

3. THE INTER-AMERICAN RESEARCH AND DOCUMENTATION CENTER ON VOCATION TRAINING. (CINTERFOR) (NO EVALUATION POSSIBLE

A. AN ILO SPECIALIZED AGENCY, SET UP IN 1964 WITH THE AIM OF ENCOURAGING AND COORDINATING THE ACTION OF THE LATIN AMERICAN INSTITUTIONS, ORGANIZATIONS AND AGENCIES INVOLVED IN VOCATIONAL TRAINING.

B. AS THIS IS A REGIONAL PROJECT NO EVALUATION HAS BEEN ATTEMPTED BY THIS MISSION. HOWEVER, THE FOLLOWING INFORMATION

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HAS BEEN GATHERED FROM WRITTEN MATERIAL PREVIOUSLY SUPPLIED BY CINTERFOR.

C. THE HEADQUARTERS FOR THE ORGANIZATION IS IN MONTEVIDEO, WHERE 28 PERSONS ARE EMPLOYED, INCLUDING 17 LOCAL EMPLOYEES. CINTERFOR ACTIVITIES INCLUDE SEMINARS AND TECHNICAL MEETINGS THROUGHOUT THE HEMISPHERE ON VOCATIONAL EDUCATION AND THE COLLECTION, CLASSIFICATION AND DISSEMINATION OF DOCUMENTATION ON SUCH TRAINING. IN 1974, FOR EXAMPLE, SEMINARS WERE HELD ON "TRADE UNION PREPARATION FOR VOCATIONAL TRAINING", "SEMINAR FOR DIRECTORS OF VOCATIONAL TRAINING", AND "VOCATIONAL TRAINING AND EMPLOYMENT". A NUMBER OF WORKING GROUPS MET ON THE ELABORATION OF TRAINING MANUALS

AND THE DOCUMENTS SERVICE OF CINTERFOR PROVIDED TECHNICAL ASSISTANCE TO A NUMBER OF INSTITUTIONS, PUBLISHED REFERENCE MATERIAL, AND MAINTAINED A LIBRARY IN MONTEVIDEO. TWO HUNDRED NINETEEN PUBLICATIONS WERE PRINTED IN MULTIPLE EDITIONS FOR A TOTAL OF ABOUT 2 MILLION PAGES OF REFERENCE MATERIAL.

D. ACCORDING TO THE LATEST AVAILABLE CINTERFOR REPORT IT APPEARS THAT THE ILO CONTRIBUTION TO THIS PROGRAM IS MINIMAL. IN 1974, US \$35,000, OR LESS THAN 10 PERCENT OF THE ANNUAL BUDGET, WAS CONTRIBUTED BY THE ILO. THE 1975 BUDGET WAS EXPECTED TO INCLUDE THE SAME AMOUNT. IN ADDITION, AN ILO-FUNDED EXPERT IS DETAILED TO CINTERFOR ON A FULL-TIME BASIS AND OTHERS OCCASIONALLY PARTICIPATE IN SHORT-TERM SEMINARS. THE BULK OF FUNDING IS FROM THE UNDP, WHICH PROGRAMMED US \$609,088 FOR THE PERIOD 1974-76.

E. PERHAPS DUE TO THE MINIMAL INPUT OF THE ILO, LIMITED OFFICIAL USE

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THERE APPEARS TO BE NO EMPLOYER OR WORKER ORGANIZATION INVOLVED IN THE ONGOING DESIGN AND IMPLEMENTATION OF THE CINTERFOR PROGRAM.

F. WHILE UNABLE TO PROVIDE AN EVALUATION OF THE EFFECTIVENESS OF THE PROGRAM, A NUMBER OF BRIEFINGS AND CONTACTS WITH THE HEADQUARTERS PERSONNEL GAVE US THE IMPRESSION THAT IT IS A PROFESSIONALLY RUN ORGANIZATION, DEDICATED TO ITS STATED MISSION. PERSONNEL POSSESS THE NECESSARY LANGUAGE AND PROFESSIONAL QUALIFICATIONS.

4. INVESTIGATION BY A REPRESENTATIVE OF THE DIRECTOR GENERAL OF THE ILO: FROM JUNE 20 TO JULY 1, 1975 A REPRESENTATIVE OF THE DG, DR. PHILIPPE CAHIER, CONDUCTED AN ON-THE-SCENE INVESTIGATION OF COMPLAINTS OF VIOLATION OF TRADE UNION RIGHTS IN URUGUAY. THE REPORT PRODUCED BY CAHIER WAS OBJECTIVE, EXTENSIVE AND WELL DOCUMENTED. THE CAHIER MISSION WAS THE BASIS OF A REPORT BY THE COMMITTEE ON FREEDOM OF ASSOCIATION AND WILL PROBABLY BE A BASIC DOCUMENT IN ILO ATTEMPTS TO MONITOR THE URUGUAYAN SITUATION. CAHIER CONTACTED LABOR, GOVERNMENT, AND EMPLOYEE GROUPS DURING HIS INVESTIGATION. PERSONS IN THOSE GROUPS LATER INTERVIEWED BY LABATT THOUGHT THE ILO REPRESENTATIVE PERFORMED A GOOD JOB IN DETERMINING THE FACTS OF THE SITUATION HERE. THOSE WHO READ THE FINAL REPORT WERE ALSO IMPRESSED WITH ITS OBJECTIVITY. PERHAPS THE ONLY OBJECTION IS THAT THE ILO DID NOT MAKE THE REPORT MORE READILY AVAILABLE TO URUGUAYAN LABOR LEADERS. THE LABATT FOUND IT NECESSARY TO DISTRIBUTE A FEW COPIES TO GET SOME REACTION.

5. THERE ARE NO OTHER ILO PROGRAMS OR MISSIONS OF WHICH WE OR UNDP ARE AWARE.  
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## Message Attributes

**Automatic Decaptioning:** X  
**Capture Date:** 01 JAN 1994  
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**Copy:** SINGLE  
**Draft Date:** 03 SEP 1976  
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**Disposition Approved on Date:**  
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